



City of Omaha
John W. Ewing Jr., Mayor

Human Resources Department

Omaha/Douglas Civic Center
1819 Farnam Street, Suite 506
Omaha, Nebraska 68183-0506
(402) 444-5300
FAX (402) 444-4314

Deborah K. Sander
Director

Honorable President

and Members of the City Council,

NOV 10 '25 PM 3:47

Attached hereto is an Ordinance to approve the Labor Agreement between the City of Omaha and the Functional Employees Group. This Agreement will cover payroll years 2026 through 2029. In order to limit confusion when the Collective Bargaining Agreement is codified, the Ordinance approving the Labor Agreement with CMPTEC includes the actual language for contractual revisions when they match.

If approved, this Labor Agreement provides for the following:

1. Wages

There is a 4% wage increase for 2026 which follows annual increases of 2% from 2023 to 2025.

There is a 3% wage increase for 2027, 2028, and 2029.

2. Other Financial Adjustments

Longevity pay will be adjusted starting at the beginning of the 2027 payroll year:

For those with 7 to 14 years of service increased from \$520 per year to \$780 per year.

For those with 14 to 21 years of service increased from \$1,040 per year to \$1,560 per year.

For those with 21 years or service or more increased from \$2,080 per year to \$3,120 per year.

3. Health Insurance

There is already an agreement in place for contributions to each employee's health savings account for 2026 to 2028. The agreement establishes rates for 2029 which are an increase of \$50 for employee only coverage and \$100 for employee + one and family coverage as follows:

2029

Employee Only: \$2,350 lump sum

Employee + One, and Family: \$4,700 lump sum

4. Paid Holiday

Employees in Functional Employees group will get an additional floating holiday.

5. Parental Leave

The City will offer 6 weeks of paid parental leave to Functional Employees Group for qualifying births, adoptions, or fostering of a minor child.

6. Other changes and agreements

a. Functional employees who are not provided free parking will have an opportunity to receive a \$50 per month contribution to a flexible benefit parking reimbursement account that they establish.

b. Dental insurance will be modified so that routine cleaning coverage will increase from 90% to 100% and the maximum paid by the City will increase from \$1,000 to \$1,750. The current amounts have been in place for over thirty years.

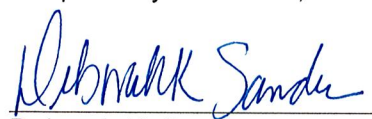
c. The City will update its College Tuition Reimbursement Policy to increase the number of credit hours that can be covered and to tie the reimbursement rate to UNO rates. Receiving tuition reimbursement is still contingent on funding and approval by a department director.

d. The amount of sick leave that can be used for the benefit of a family member will increase from 40 hours per year to 56 hours per year.

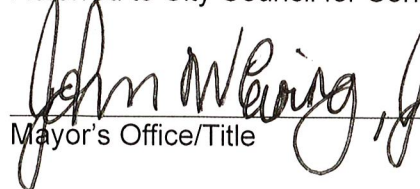
e. The payout of sick leave at retirement will be modified so that the maximum number of hours of pay that can be received will increase from 612.5 hours to 800 hours in the event an employee has 2,000 hours of accrued sick leave when they retire.

The Human Resources Department recommends your approval of this Ordinance. The Personnel Board approved this Ordinance at its October 30, 2025 meeting.

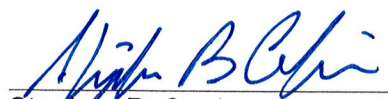
Respectfully submitted,

 11/6/2025
Deborah K. Sander
Human Resources Director

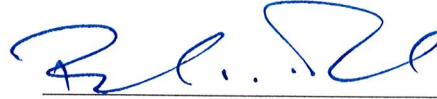
Referred to City Council for Consideration:

 11/7/25
Mayor's Office/Title

Approved as to Funding:

 11/7/25
Stephen B. Curtiss
Finance Director

Approved as to Form:

 11/6/25
Bernard J. in den Bosch
Deputy City Attorney

AA
2025\20921sel

ORDINANCE NO. 44503

AN ORDINANCE to amend Sections 23-177, 23-438, and 23-445 of the Omaha Municipal Code to reflect changes negotiated for the year 2026 through 2029 between the City of Omaha and the Functional Employees Group; to provide that any ordinances of the City of Omaha, and any rules and regulations promulgated thereunder, which are in conflict with this Ordinance shall not be applicable to those employees in the Functional Employees Group; and to provide the effective date hereof.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF OMAHA:

Section 1. Due to the length of the effected Ordinances, Omaha City Council Rule VII(B) requiring amending ordinances to recite the entire section is hereby waived solely for the purposes of Section 2 of this Ordinance and only the lined out material to be deleted and the underlined material to be added shall be recited herein.

Section 2. That Section 23-177 of the Omaha Municipal Code is hereby amended as follows:

Sec. 23-177. Classifications and pay rates schedule.

The following are the classifications and pay rates for employment with the city.

EE. CLASSIFICATIONS—FUNCTIONAL POSITIONS

~~2022 SALARIES. Effective December 26, 2021~~

~~See attached Table identified as "Attachment #1."~~

~~2023 SALARIES. Effective December 25, 2022 (2% increase over 2022 salaries)~~

~~See attached Table identified as "Attachment #2."~~

~~2024 SALARIES. Effective December 24, 2023 (2% increase over 2023 salaries)~~

~~See attached Table identified as "Attachment #3."~~

2025 SALARIES. Effective December 22, 2024 (2% increase over 2024 salaries)

~~See attached Table identified as "Attachment #1."~~

2026 SALARIES. Effective December 21, 2025 (4% increase over 2025 salaries)

See attached Table identified as "Attachment #1."

2027 SALARIES. Effective December 20, 2026 (3% increase over 2026 salaries)

See attached Table identified as "Attachment #2."

44503

2028 SALARIES. Effective December 19, 2027 (3% increase over 2027 salaries)
See attached Table identified as "Attachment #3."

2029 SALARIES. Effective December 17, 2028 (3% increase over 2028 salaries)
See attached Table identified as "Attachment #4."

Section 3. That Section 23-438 of the Omaha Municipal Code is hereby amended as follows:

Sec. 23-438. - Pension.

The city shall provide pension benefits to functional employees as set forth in Chapter 22.

Effective on March 1, 2015, for payroll year 2013, the city shall retroactively pay an additional 1.75 percent of wages into the pension system as shown in the table below. In addition, for payroll year 2014, the city shall retroactively pay an additional 4.00 percent of wages into the pension system as shown in the table below. In addition, for payroll year 2015, the city shall pay an additional 1.00 percent of wages into the pension system as shown in the table below. Functional employees will make its additional contributions to the pension system through benefit cuts.

The following is the required contribution for each functional employee and the city into the pension system:

	City	Employee
2008	8.525%	7.425%
2009	10.025%	8.525%
2010	11.275%	9.875%
2011	12.025%	10.625%
2012	12.025%	10.625%
2013	13.775%	10.625%
2014	17.775%	10.625%
2015	18.775%	10.075%
2016	18.775%	10.075%
2017	18.775%	10.075%
2018	18.775%	10.075%
2019	18.775%	10.075%
2020	18.775%	10.075%
2021	18.775%	10.075%
2022	18.83%	10.13%
2023	18.83%	10.13%
2024	18.83%	10.13%
2025	18.83%	10.13%
2026	18.83%	10.13%
2027	18.83%	10.13%
2028	18.83%	10.13%
2029	18.83%	10.13%

Section 4. That Section 23-445 of the Omaha Municipal Code is hereby amended as follows:

Sec. 23-445. - Paid holidays.

The city shall provide paid holidays to functional employees as set forth in section 23-324. In addition, upon legal ratification and execution of the ordinances reflecting said labor agreement between the city and the functional union, employees shall be entitled to a "floating" holiday. Effective December 21, 2025, employees shall be entitled to a second "floating" holiday. An employee's use of this "floating" holidays shall be treated as if the employee was requesting annual leave; therefore, this "floating" holidays shall be governed by the annual leave provisions set forth in section 23-341 through section 23-436.

Section 5. That Sections 23-177, 23-438, and 23-445 of the Omaha Municipal Code as heretofore existing are hereby repealed.

Section 6. This Ordinance is legislative in character and shall be in full force and take effect fifteen days from and after its passage.

INTRODUCED BY COUNCILMEMBER

Daniel A. Beley

APPROVED BY:

John W. King, Jr. 12/10/25
MAYOR OF THE CITY OF OMAHA DATE

PASSED DEC 09 2025 4-0

ATTEST:

[Signature] 12/10/25
CITY CLERK OF THE CITY OF OMAHA DATE

APPROVED AS TO FORM:

[Signature] 11/6/25
DEPUTY CITY ATTORNEY DATE

2025\20921sel

Attachment #1

EE. CLASSIFICATIONS - FUNCTIONAL POSITIONS

2026 SALARIES - 4% increase over 2025 hourly rates. (Salaries effective 12/21/2025)

<u>Class Code</u>	<u>Class Title</u>	A	B	C	D	E	F	G	H	I	J	K
3000	AdministrativeTypist I	17.47	18.05	18.63	19.22	19.79	20.37	20.96	21.54	22.11	22.69	23.26
3010	AdministrativeTypist II	19.77	20.35	20.94	21.53	22.11	22.69	23.26	23.85	24.43	25.01	25.59
3020	Administrative Clerk	19.77	20.35	20.94	21.53	22.11	22.69	23.26	23.85	24.43	25.01	25.59
3030	Senior Administrative Clerk	22.68	23.49	24.33	25.14	25.96	26.80	27.60	28.43	29.23	30.07	30.88
3040	Administrative Assistant I	21.57	22.48	23.39	24.32	25.24	26.14	27.06	27.99	28.88	29.81	30.73
3050	Administrative Assistant II	23.33	24.11	24.87	25.63	26.42	27.18	27.96	28.71	29.49	30.25	31.01
3060	Administrative Assistant III	24.04	25.25	26.43	27.61	28.80	29.99	31.19	32.38	33.56	34.75	35.93
3065	Administrative Receptionist	15.49	16.00	16.50	17.00	17.51	18.02	18.53	19.04	19.54	20.05	20.56
3067	Receptionist to City Council	17.47	18.05	18.63	19.22	19.79	20.37	20.96	21.54	22.11	22.69	23.26

STEP PROGRESSION:

<u>STEP</u>	<u>REQUIREMENT</u>
"A"	Initial hire
"B"	One year at "A" step
"C"	One year at "B" step
"D"	One year at "C" step
"E"	One year at "D" step
"F"	One year at "E" step
"G"	One year at "F" step
"H"	One year at "G" step
"I"	One year at "H" step
"J"	One year at "I" step
"K"	One year at "J" step

* City service is defined as CONTINUOUS years of employment in a full-time classified status in any City position(s).

FOR PROMOTIONAL PURPOSES, functional employees will be assigned to the pay step **closest to a 5% increase**.

Actual pay for employees in this group is calculated from the **hourly rate** and rounded to the closest penny.

Attachment #2

EE. CLASSIFICATIONS - FUNCTIONAL POSITIONS

2027 SALARIES - 3% increase over 2026 hourly rates. (Salaries effective 12/20/2026)

<u>Class Code</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
3000	Administrative Typist I	17.99	18.59	19.19	19.80	20.38	20.98	21.59	22.19	22.77	23.37	23.96
3010	Administrative Typist II	20.36	20.96	21.57	22.18	22.77	23.37	23.96	24.57	25.16	25.76	26.36
3020	Administrative Clerk	20.36	20.96	21.57	22.18	22.77	23.37	23.96	24.57	25.16	25.76	26.36
3030	Senior Administrative Clerk	23.36	24.19	25.06	25.89	26.74	27.60	28.43	29.28	30.11	30.97	31.81
3040	Administrative Assistant I	22.22	23.15	24.09	25.05	26.00	26.92	27.87	28.83	29.75	30.70	31.65
3050	Administrative Assistant II	24.03	24.83	25.62	26.40	27.21	28.00	28.80	29.57	30.37	31.16	31.94
3060	Administrative Assistant III	24.76	26.01	27.22	28.44	29.66	30.89	32.13	33.35	34.57	35.79	37.01
3065	Administrative Receptionist	15.95	16.48	17.00	17.51	18.04	18.56	19.09	19.61	20.13	20.65	21.18
3067	Receptionist to City Council	17.99	18.59	19.19	19.80	20.38	20.98	21.59	22.19	22.77	23.37	23.96

STEP PROGRESSION:

<u>STEP</u>	<u>REQUIREMENT</u>
"A"	Initial hire
"B"	One year at "A" step
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Attachment #3

EE. CLASSIFICATIONS - FUNCTIONAL POSITIONS

2028 SALARIES - 3% increase over 2027 hourly rates. (Salaries effective 12/19/2027)

Class Code	Class Title	A	B	C	D	E	F	G	H	I	J	K
3000	AdministrativeTypist I	18.53	19.15	19.77	20.39	20.99	21.61	22.24	22.86	23.45	24.07	24.68
3010	AdministrativeTypist II	20.97	21.59	22.22	22.85	23.45	24.07	24.68	25.31	25.91	26.53	27.15
3020	Administrative Clerk	20.97	21.59	22.22	22.85	23.45	24.07	24.68	25.31	25.91	26.53	27.15
3030	Senior Administrative Clerk	24.06	24.92	25.81	26.67	27.54	28.43	29.28	30.16	31.01	31.90	32.76
3040	Administrative Assistant I	22.89	23.84	24.81	25.80	26.78	27.73	28.71	29.69	30.64	31.62	32.60
3050	Administrative Assistant II	24.75	25.57	26.39	27.19	28.03	28.84	29.66	30.46	31.28	32.09	32.90
3060	Administrative Assistant III	25.50	26.79	28.04	29.29	30.55	31.82	33.09	34.35	35.61	36.86	38.12
3065	Administrative Receptionist	16.43	16.97	17.51	18.04	18.58	19.12	19.66	20.20	20.73	21.27	21.82
3067	Receptionist to City Council	18.53	19.15	19.77	20.39	20.99	21.61	22.24	22.86	23.45	24.07	24.68

STEP PROGRESSION:

<u>STEP</u>	<u>REQUIREMENT</u>
"A"	Initial hire
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Attachment #4

EE. CLASSIFICATIONS - FUNCTIONAL POSITIONS

2029 SALARIES - 3% increase over 2028 hourly rates. (Salaries effective 12/17/2028)

Class Code	Class Title	A	B	C	D	E	F	G	H	I	J	K
3000	AdministrativeTypist I	19.09	19.72	20.36	21.00	21.62	22.26	22.91	23.55	24.15	24.79	25.42
3010	AdministrativeTypist II	21.60	22.24	22.89	23.54	24.15	24.79	25.42	26.07	26.69	27.33	27.96
3020	Administrative Clerk	21.60	22.24	22.89	23.54	24.15	24.79	25.42	26.07	26.69	27.33	27.96
3030	Senior Administrative Clerk	24.78	25.67	26.58	27.47	28.37	29.28	30.16	31.06	31.94	32.86	33.74
3040	Administrative Assistant I	23.58	24.56	25.55	26.57	27.58	28.56	29.57	30.58	31.56	32.57	33.58
3050	Administrative Assistant II	25.49	26.34	27.18	28.01	28.87	29.71	30.55	31.37	32.22	33.05	33.89
3060	Administrative Assistant III	26.27	27.59	28.88	30.17	31.47	32.77	34.08	35.38	36.68	37.97	39.26
3065	Administrative Receptionist	16.92	17.48	18.04	18.58	19.14	19.69	20.25	20.81	21.35	21.91	22.47
3067	Receptionist to City Council	19.09	19.72	20.36	21.00	21.62	22.26	22.91	23.55	24.15	24.79	25.42

STEP PROGRESSION:

STEP	REQUIREMENT
"A"	Initial hire
"B"	One year at "A" step
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